



# **Civilian Assistance & Re- Employment (CARE): Programs in Transition**

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# **DoD Priority Placement Program (PPP)**

- History
- Enhancements
- Distance Learning Center
- Status of PPP Functional Requirements (FRs) and DCPDS
- Future Planned Developments
  - Auto-Population of Certain Registration Form Fields
  - Option Code Expansion
- PPP/Army RESUMIX Test



# **Voluntary Separation Incentive Payments (VSIP) & Voluntary Early Retirement Authority (VERA)**

- Current 5 USC 5597 (Traditional and Workforce Restructuring)
- Current 5 USC 8336 & 8414
- Homeland Security Act (Pub. L. 107-296)
  - 68 FR 35270 (VERA)
  - 68 FR 5529 (VSIP)
- DoD NSPS
  - HR 1588, S1166



# **Voluntary Reduction in Force (VRIF)**

## **(NDAA for FY 1996)**

- VRIF minimizes impact
- Authority expires September 30, 2005
- Extension will be sought



## **Severance Pay (5 USC 5595)**

- Lump Sum Severance Pay Option  
(5 USC, Section 5595(i)(1))
- Lump Sum Option in lieu of bi-weekly payments
- Lump Sum Authority expires September 30, 2006
- Lump Sum Extension will be sought (if not made Governmentwide)



## **Temporary Continuation of Coverage (TCC) -- Federal Employees Health Benefits (FEHB) (5 USC, section 8905a(d)(4)(B))**

- FEHB coverage continues eighteen (18) months after RIF separation
- Defense pays Gov't contribution and admin fee; employee cost
- Authority expires October 1, 2006
- Extension will be sought



## **Local Placement Actions**

### **Coordinated Transition Assistance Programs (TAP)**

**(Feb. 10, 1994, Memo, OASD/P&R)**

- Directs military departments to streamline and coordinate TAP
- Directs military transitions assistance offices be made available to civilian employees on equal basis at BRAC installations
- Provides similar services on space available basis at non-BRAC installations



# **Annual Leave Restoration - BRAC**

## **(5 USC 6304(d)(3)(A))**

- Employees assigned to BRAC activities are entitled to have forfeited annual leave restored
- Leave in excess of 240 maximum is restored and placed in separate account
- Annual Leave Restoration Applicable to 2005 BRAC





## Miscellaneous

- Right of First Refusal (FAR 52.207-3)
- Reemployment Priority List (RPL) (5 USC, Subpart B)
- Interagency Career Transition Assistance Plan (ICTAP) (5 CFR, Subpart G)